

Race Equality Hub Update 03/10/2023



Race Equality Hub Aims/Objectives

- Addressing both **supply and demand** side issues to **address underrepresentation** of Black, Asian and Minority Ethnic communities within the LCR's current workforce.
- A **long-term** and **holistic solution** that focuses on training, positive action and business support.
- Interventions will be undertaken through **one vehicle** in order to reduce fragmentation and enable co-ordination.
- Interventions proposed include comprehensive target setting across CA operations, outreach and engagement activities, employer race equality training, positive action specialist provision, leadership development, business ecosystem support, and capacity building for Black, Asian and Minority Ethnic businesses.
- Centre of excellence with national and international reputation - keen interest from other cities/areas

Black, Asian and
Minority Ethnic Led

Long-lasting
commercial
sustainability

Dynamic and flexible

Driver for Race
Equality

Hub Design Principles

Test and learn

Bold and impactful

Outcomes driven

Hub of knowledge



Operational Functions

Resources - c. 20%

Programme Director

- Drive strategy & Hub mission
- Strategic partnership development
- Operational management
- Optimise opportunities for success
- Identify & manage commercial partnerships
- Develop commercial service offer

Corporate Shared Services – Provided by LCRCA

- Management accounting
- Payroll and HR Business Partner service
- Non-specialist legal support and advice
- IT service
- Project Management support
- Employment & Skills
- Monitoring & Evaluation
- Referrals to mainstream programmes/account management
- Procurement

Positive Action Partnerships Manager

- Convene growth sector & FE relationships
- Identify & develop employer positive action programmes
- Drive partner targets & outcomes
- Generate pathways to growth sector employment

Performance & Contracts Manager

- Contracts & outputs management
- Supplier quality assurance
- Partnership/consortium development
- Coordinate training framework
- Accredited & quality assure trainers

Hub Support Apprentice

- Provide administrative support across all functions
- Administer public sector training requirements
- Mentor & coaching matching service
- Referrals into positive action programmes

Outreach & Engagement Officer

- Event planning & management
- Social media & website management
- Community engagement
- Targeted marketing
- Press engagement

Delivery Contracts - c. 80%

Business Network Coordinator

- Cultivate business networks
- Connect businesses & supply chains
- Referrals to business support providers & funders
- Capacity building/network admin

Business Support & Capacity Building

- Business support assessments
- Account management to mainstream referrals
- Tailored business support advice
- Capacity building activities
- Low level grants pilot, £2k x 20

Business Loans Pilot

- Low volume of £20k loans for business growth
- Online application
- Eligibility assessment
- Repayment service

Business Consultancy Service

- Switchboard advice & support line
- Race equality & positive action planning
- Employee toolkit
- Performance audit
- Consultancy service
- Events & networks access

Mentorship & Coaching Training

- Development of mentoring framework
- Provide mentor & coach training

Training Dynamic Purchasing Solution

- Race equality training services network
- Accredited trainers on supply and demand basis

Employment Advisors

- Support individuals seeking employment support
- Refer to Hub led positive action schemes or other mainstream provision
- Building trusting relationships within communities

The Hub - what will it provide?

Employer Positive Action

- Identify positive action roadmap - support employers to develop plans.
- Engagement with FE providers, schools and universities to generate a pathway of people into positive action placements.
- Create an upward shift in the volume of positive action training placements and schemes across the City Region.



Business Support

- Identification, engagement and outreach to Black, Asian and Minority Ethnic led entrepreneurs/businesses.
- Account Management of business support journey - supporting businesses to navigate the wider City Region business support landscape
- Capacity building with Black, Asian and Minority Ethnic led businesses where required.



Training & Consultancy

- Provide high quality training and consultancy support to businesses looking to diversify their workforce, or uplift their approach to race equality, diversity and inclusion.
- Fulfil public sector training delivery requirements.



Employment Advisory Support

- Provide support to individuals seeking employment.
- Support people to overcome barriers to employment, to find learning and work opportunities.
- Where applicable, refer to the Hub led positive action & mentoring schemes or other mainstream provision.
- Building trust & relationships within communities.



Service Delivery Areas



Positive Action Programmes – creating and delivering initiatives to target and enable Black, Asian and Minority Ethnic access to apprenticeship, graduate, leadership and other development opportunities within growth sector organisations.



Leadership & Development – developing programmes to enable minority ethnic individuals to progress into senior leadership roles within organisations, to be retained and to be effective leaders able to advocate for greater racial equality



Business Support – to provide bespoke support for people from Black, Asian and Minority Ethnic communities to develop and establish businesses and to enable existing businesses to develop and grow.



Business Consultancy – to provide advisory and consultancy support for mainstream businesses who wish to diversify their workforce and require expertise and support to do so. It will also provide race equality training tailored to the needs of individual businesses



Mentoring and Coaching – to provide mentors, role models, advocates and advisors to support service users to achieve their goals. Along with a coaching service this will be deployed across a range of company services.



Policy, Impact Analysis – to understand the impact the programme is having in meeting its strategic vision. It will do this by collecting and analysing data, monitoring performance, assessing impact and undertaking evaluations of service delivery.



Marketing – management of the company marketing, communications and public relations strategies. This includes management of website and social media platforms, PR and press engagement, support for hosting conferences, seminars, training provision etc.

Recruitment Update

Hub Programme Director

- Alison Navarro started 4th September 2023
- Received contract

Hub Posts

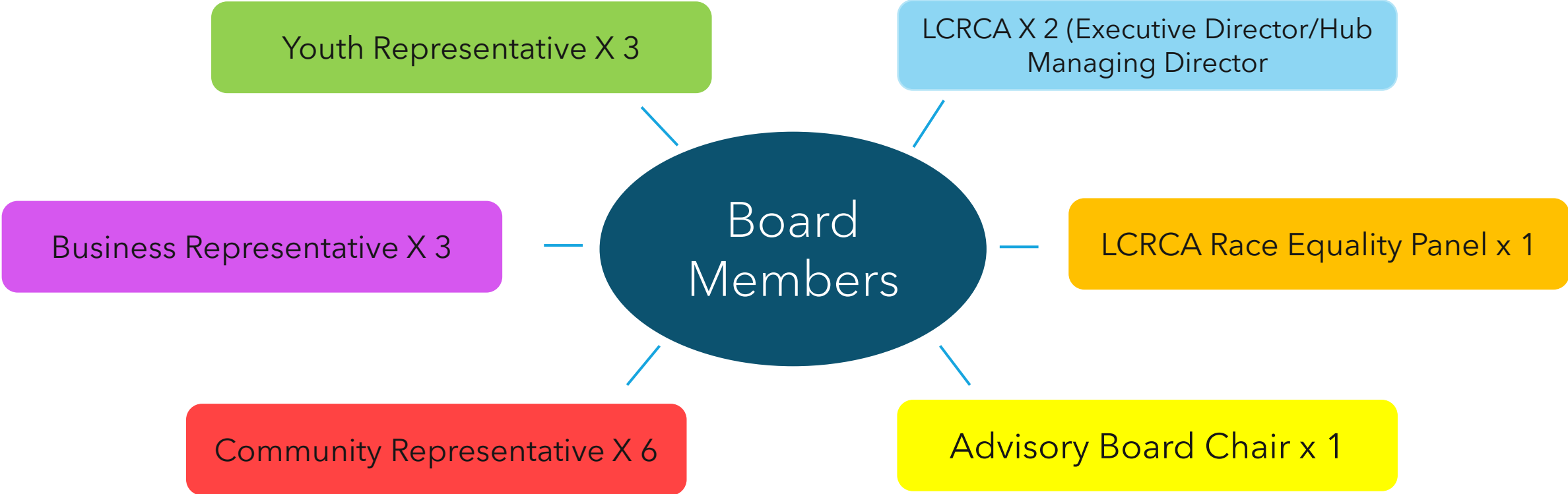
- Positive Action Partnerships Manager (Justine Jenkins) started 18th September
- Performance & Contracts Manager - (Maleka Egeonu-Roby) started 4th September
- Outreach & Engagement Officer (Brodie Arthur) started 4th September

Hub Support Apprentice

- Positive Action Scheme received approval from ELT and expecting to launch the scheme in the Autumn. The Hub Support Apprentice recruitment will be carried out through this scheme
- Have developed draft JD & PS

Advisory Board

A Consultation Board will be established in order to advise the Head of the Race Equality Hub and LCRCA Executive Director on strategic and operational matters.



Advisory Board Update

- Approval for establishment of Advisory Board currently going through Mayors and Leaders and Chief execs/Growth Director forums
- Developing timelines for recruitment and selection process through Expression of Interest process
- Seeking diverse geographical and ethnic representation to reflect LCR
- Anticipate first Board meeting to be held early in New Year



Next Steps & Key Milestones

- Formal announcement of Hub team and launch of Hub
- Appoint Advisory Board by December 2023
- Series of summits (8) to take place across LCR to gather information to identify and understand community needs and issues
- Develop Leadership Programme to support



Any Questions?



**LIVERPOOL
CITY REGION**
COMBINED AUTHORITY

METROMAYOR
LIVERPOOL CITY REGION

MAYORAL PROGRAMME
DELIVERY